

## NEW MEXICO

### **Commentary on Differences between Green Zia and Performance Track:**

The Green Zia Program has some fundamental structural differences from the National Environmental Achievement Track. Although the two programs are expected to produce similar results, they operate under different frameworks. The Performance Track program requires facilities to meet specific criteria in order to participate. Green Zia focuses on institutional learning and the means by which a company is improving. Green Zia does not have standardized, prescriptive requirements. Continuous environmental improvement is the primary goal of the Green Zia Program. This is achieved through the development of an integrated EMS that is tied to all of a facility's core business units and overall quality management systems. The ultimate goal for Green Zia is to illustrate that one synergistic system can achieve performance excellence that includes environmental and economic dimensions. The Green Zia Program is closely modeled on the Malcolm Baldrige Criteria for Business Performance Excellence.

Any organization is eligible to participate in Green Zia, regardless of size. At the "commitment" level organizations must demonstrate that they are developing a systematic approach to environmental improvement. They need not show specific environmental results, although reporting of early results or anticipated results is encouraged. The goal of the program is to move organizations from "commitment" to "achievement" and eventually "excellence" as they develop more advanced and successful prevention-based environmental management systems. Evaluation of applicants is based on their score along specified dimensions. Organizations are awarded points according to their response to a series of questions covering leadership, planning for continuous environmental improvement, customer/supplier/others involvement, information and analysis, employee involvement, process management, and results. The scoring measures the approach, deployment and results of the environmental management system that is in place. Those facilities that achieve a score between 300 and 600 points out of a possible score of 1,000 are designated for Achievement Recognition. Those that score between 600 and 700 points are considered for the Governor's Excellence Award. Evaluation is not based on whether a facility has met fixed requirements, but rather on the maturity and rigor of its environmental management system that is designed to meet its specific organizational requirements and culture. Although a Green Zia participating organization may obtain a high score in a number of different ways, and in theory might not meet some of the specific requirements laid out in Performance Track, New Mexico's experience suggests that those organizations at the Achievement or Excellence levels are performing very well across the board. Organizations at the Achievement and Excellence levels are expected to qualify without difficulty for Performance Track because the standards for participation in these Green Zia tracks are high. Organizations that participate for more than one year, and can demonstrate continuous environmental improvement from the previous year, become members of the Green Zia Pollution Prevention Partnership. The Pollution Prevention Partnership is a program that encourages an organization's participation and ongoing engagement with the Green Zia Program and underscores the importance of continuous environmental improvement as the means by which an organization will move through the award levels, a process which may take many years. The Green Zia program is now entering its second year. There are 30 companies participating in Green Zia this year (a 33 percent increase from last year); seventeen "Commitment" and thirteen "Achievement" recognitions will be made this year. Twelve organizations will enter the Pollution Prevention Partnership. To date no Excellence Awards have been given.

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COMPARISON OF PERFORMANCE TRACK'S ACHIEVEMENT LEVEL AND NEW MEXICO'S GREEN ZIA PROGRAM					
Category		Commitment Recognition		Achievement Recognition	
Green Zia Environmental Excellence Award					
EMS		NA		●	
Components	Policy	NA	EMS does not need to be in place.	●	Policy is to consider management commitment to and communication of environmental improvement, set strategic direction for the company, and become incorporated into organization-wide planning activities. While this component is not a specified requirement, one can expect to see it among facilities at these levels.
	Planning	NA	EMS does not need to be in place.	●	Encourages companies to develop strategic planning components and action plans for specific improvement activities; however measurable objectives and targets are not required. Planning emphasis is on continuous environmental improvement as defined by each company. While this component is not a specified requirement, one can expect to see it among facilities at these levels. Program may require facilities to set specific environmental objectives in the future.
	Implementation and Operation	NA	EMS does not need to be in place.	●	Addresses documentation and communication of environmental improvement plans, as well as employee training and incentives; but establishing roles and responsibilities, operation and maintenance, and emergency preparedness are not directly required. While this component is not a specified requirement, one can expect to see it among facilities at these levels.
	Checking and Correcting	NA	EMS does not need to be in place.	M	Facilities are expected to ensure organizational learning through internal reporting on the successes and failures of the EMS. A facility is expected to formally maintain and improve their EMS. Compliance management should be achieved.

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Category		Commitment Recognition		Green Zia Environmental Excellence Award
	Management Review	NA	EMS does not need to be in place.	● Management review of environmental results is considered, but documentation of management review is not addressed. While this component is not a specified requirement, one can expect to see it among facilities at these levels.
EMS Audit/Self-Assessment		●	Audits are not strictly required, although they are suggested as a part of efforts to track implementation of action plans. The annual re-application process assumes that facilities will complete an EMS audit or self-assessment.	
One EMS Cycle Required		NA	EMS does not need to be in place	M EMS must already be in place and show results. In practice, most high-scoring facilities will have completed and at least one full cycle of EMS implementation, a performance evaluation, and an EMS management review.
Scalable to Company Size		M	Program designed to be flexible for companies of different sizes. Also, provides assistance to small companies.	



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Facility Performance (Continuous Improvement Required)	NA	No results anticipated.	<p>● Facility is asked to consider environmental performance in several categories, including material use, waste generation, and water and energy conservation. There are no specific requirements for improvement across categories or aspects of environmental impact. Future results are more heavily emphasized than past performance. Results category scoring is 33% of the total possible points.</p>	<p>● Same criteria as for Achievement class, however expectations for results are higher (excellence award winners are best in class). Future results are more heavily emphasized than past performance. Results category scoring is 33% of the total possible points.</p>
Past Performance	NA	No results anticipated.	<p>● Company must show performance beyond compliance and continuous improvement in their score each year in order to stay in the Achievement or Excellence levels. Program exceeds Performance Track in that it asks for past performance information that documents environmental trends over three years.</p>	
Future Performance	NA	No results anticipated.	<p>● Companies must establish goals and develop action plans to meet those goals. However, no specific commitments to future performance are required.</p>	

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Category	Commitment Recognition		Achievement Recognition		Green Zia Environmental Excellence Award
Public Outreach and Reporting	NA		●		
Community References	NA	Not required.			
Community Outreach and Reporting Plan	NA	No outreach required.	●	Organizations are expected to communicate and demonstrate continuous environmental improvement goals and performance to the community, but there are no specific requirements. Proactive communication with multiple stakeholders, including vendors, suppliers, customers, regulators, lenders, employees, and investors, is also addressed. While this component is not a specified requirement, one can expect to see it among high-scoring facilities.	
Annual Report	NA	No reporting requirements.	●	Program emphasizes public reporting and recommends annual reports as one means of communication. While this component is not a specified requirement, one can expect to see it among high-scoring facilities.	
Verification	NA		●	Verification is achieved through agency participation in judging committees.	● Mandatory site visit and compliance check required.
Compliance Record Screening (Sustained Compliance)	NA	Not addressed.	●	Verification is ensured by the presence of agency staff on the judging committee, which may consider compliance issues when reviewing an application.	M Environment department conducts enforcement screen.

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Category	Commitment Recognition		Achievement Recognition		Green Zia Environmental Excellence Award
Self-Certification of Compliance	NA	Not addressed.	NA	Suggested criteria for examining results include a summary of current levels and trends of compliance with regulatory requirements, but there are no specific requirements for self-certification of compliance.	
Annual Compliance Self-Audits	NA	Not required.			
Random Site Visits	NA	Not required.			 Planned sites visits are included as a part of verification for Excellence Award.
Duration of Participation	M	Program requires completion of an annual re-application process.			
Key: <div><div>M</div>State program requirements are consistent with or exceed Performance Track's Environmental Achievement requirements.</div> <div><div></div>State program requirements are not fully consistent with Performance Track's Environmental Achievement requirements.</div> <div><div>NA</div>State program does not address the Performance Track's Environmental Achievement requirements.</div> <div><div>?</div>The extent to which the state program requirements are consistent with Performance Track's Environmental Achievement requirements is unclear.</div>					